Promotion in Place Process Flow Chart Program determines ERL submits MQ Sheet to Exams Candidate(s) for PIP based (with a copy to C&P Analyst) with Program ERL Submits RPA(s) for PIP on results & informs all all the potential PIP candidate names from that unit, with an non-selected eligible in ABMS candidates of reasons not asterisk for the primary PIP selected & opportunities candidate to obtain competencies C&P analyst reviews Informs ERL of outcome. C&P Analyst documents and ensures all If DOF approval is needed, candidates in unit were sends required documents C&P Analyst routes to included for MQ. If no, to position control PTU route back to program. If coordinator. Sends hire to yes, completes position exams after DOF approval analysis received. YES C&P Management **C&P MNGMT** approves or denies PIP and establishes EFF date (if no DOF appr. needed) Exams Manager verifies Cert Unit processes Exams Exams analyst list eligibility and MQs, hire in ABMS and determines list eligibility then informs ERL of ECOS, then routes results via email (and cc: & MQs for all candidates back to C&P Analyst to C&P Analyst) Note: Step numbers correspond to the steps listed in the Personnel Operations Manual (POM)